

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA

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LABOUR TURNOVER, MARCH 1969

This report gives the results of a survey of labour turnover in Australian industry in the month of March 1969, and shows these results together with those obtained in similar surveys covering the month of March in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry group and, to a lesser degree, in other industries. A report entitled "Labour Turnover, September 1966", published on 1 May 1967, contained the results of a survey in September 1966, together with the results obtained in similar surveys relating to the month of September in previous years.

2. In these surveys labour turnover is measured, in accordance with general practice, by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

3. Table 1 shows figures of both engagement and separation rates for manufacturing and non-manufacturing industries. Table 2 shows the engagement rates for manual workers by industry group. Table 3 shows the separation rates for manual workers by industry group, and Table 4 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

4. Estimates for female manual workers in non-manufacturing industry groups are not available for separate publication in the following tables but are included in the figures for female manual workers in all industry groups.

5. In these surveys the number of female employees recorded as non-manual workers in manufacturing industry groups is relatively small and consequently less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.

6. The period covered in individual survey returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for February and March in each year. The average period is about four and half weeks.

Industry Coverage

7. The survey is based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than \$400 a week in wages. The survey excludes businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organisations which are exempt from pay-roll tax. In addition, the survey excludes rural industry, private domestic service, certain businesses such as accountants, trade associations, consultant engineers, etc., the shipping and stevedoring industry, the motion picture industry, government employment and semi-government undertakings other than banks and airlines.

Ref. No. 6.8

TABLE 1. - ENGAGEMENT AND SEPARATION RATES

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP - MARCH 1960 TO 1969

Month and Year	Manufacturing		Non-manufacturing		All industry groups	
	Manual workers	Non-manual workers	Manual workers	Non-manual workers	Manual workers	Non-manual workers
MALES - ENGAGEMENT RATES						
March 1960	6.8	2.1	6.8	3.2	6.8	2.8
" 1961	4.7	1.7	5.7	2.3	5.0	2.1
" 1962	5.4	2.4	6.3	2.3	5.7	2.3
" 1963	5.3	1.9	7.9	2.4	6.2	2.2
" 1964	6.1	2.1	7.1	2.3	6.5	2.2
" 1965	8.5	2.5	8.6	2.8	8.6	2.7
" 1966	6.9	2.2	8.7	3.1	7.5	2.8
" 1967	5.8	2.4	7.3	2.6	6.4	2.5
" 1968	6.4	2.0	7.9	2.9	7.0	2.5
" 1969	6.6	2.1	8.2	3.2	7.2	2.8
MALES - SEPARATION RATES						
March 1960	6.1	1.9	6.4	2.7	6.2	2.4
" 1961	6.3	2.1	6.3	2.9	6.3	2.6
" 1962	5.2	1.8	6.4	2.2	5.6	2.0
" 1963	4.9	1.9	7.0	2.2	5.7	2.1
" 1964	5.9	1.9	7.3	2.4	6.4	2.2
" 1965	7.8	2.1	8.1	2.7	7.9	2.4
" 1966	6.5	2.1	8.2	2.7	7.1	2.5
" 1967	5.6	2.0	7.6	2.6	6.4	2.4
" 1968	6.1	1.8	7.6	2.8	6.7	2.4
" 1969	6.0	2.2	7.7	2.7	6.7	2.5
FEMALES - ENGAGEMENT RATES						
March 1960	8.3	4.7	(a)	4.9	8.2	4.9
" 1961	6.9	3.6	(a)	4.4	6.9	4.2
" 1962	8.9	3.9	(a)	4.4	7.9	4.3
" 1963	7.4	4.1	(a)	4.0	7.3	4.1
" 1964	7.5	3.7	(a)	4.7	7.7	4.5
" 1965	10.2	5.0	(a)	4.8	9.9	4.9
" 1966	8.4	4.5	(a)	5.3	8.5	5.1
" 1967	8.5	4.1	(a)	4.5	8.5	4.4
" 1968	8.4	4.6	(a)	4.7	8.6	4.7
" 1969	10.1	4.7	(a)	5.3	9.9	5.1
FEMALES - SEPARATION RATES						
March 1960	7.2	3.8	(a)	5.0	7.2	4.7
" 1961	9.3	4.4	(a)	5.7	8.8	5.2
" 1962	6.7	3.8	(a)	4.0	6.3	4.0
" 1963	6.8	3.8	(a)	3.8	6.6	3.8
" 1964	6.4	3.6	(a)	5.2	6.5	4.8
" 1965	8.4	4.1	(a)	4.5	8.1	4.4
" 1966	7.9	3.7	(a)	5.1	7.9	4.7
" 1967	7.4	4.0	(a)	4.2	7.5	4.1
" 1968	7.7	3.9	(a)	4.3	7.8	4.2
" 1969	8.1	4.7	(a)	4.6	8.1	4.6

(a) Not available (see para. 4 page 1).

NOTE. For particulars of coverage of the surveys etc., see page 1.

TABLE 2. - ENGAGEMENT RATES FOR MANUAL WORKERS

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1964 TO 1969

Industry group	March					
	1964	1965	1966	1967	1968	1969
MALES						
	%	%	%	%	%	%
<u>Manufacturing -</u>						
Engineering and vehicles	6.6	8.5	6.7	5.4	6.7	6.0
(i) Engineering (a)	6.3	8.5	6.1	5.3	6.3	5.8
(ii) Vehicles, aircraft and ships	7.6	8.4	8.7	5.9	7.9	6.8
Textiles and clothing	4.7	7.2	5.9	5.0	5.2	4.7
Food, drink and tobacco (b)	7.3	11.3	7.7	7.7	7.8	10.6
Furniture, sawmilling and wood-working	5.9	7.9	8.3	6.6	7.2	7.0
Paper and printing	3.7	4.0	4.4	3.5	3.7	3.5
Other manufacturing	6.2	8.7	7.4	6.3	5.7	6.9
(i) Chemicals and oil refining	4.8	6.1	6.0	4.7	4.6	6.8
(ii) Other	6.8	9.7	8.0	7.0	6.1	7.0
Manufacturing groups	6.1	8.5	6.9	5.8	6.4	6.6
<u>Non-manufacturing -</u>						
Mining	4.1	5.5	5.1	4.9	5.0	5.4
Building and construction	12.3	13.9	13.8	10.5	11.7	13.3
Road transport	5.4	9.3	6.4	6.8	7.1	6.6
Wholesale and retail trade	5.4	5.9	6.9	5.9	6.5	6.4
Other non-manufacturing (c)	6.7	7.4	8.1	6.7	6.8	7.1
Non-manufacturing groups	7.1	8.6	8.7	7.3	7.9	8.2
All industry groups	6.5	8.6	7.5	6.4	7.0	7.2

FEMALES

	%	%	%	%	%	%
<u>Manufacturing -</u>						
Engineering and vehicles, etc.	9.1	12.0	8.9	8.2	9.0	10.2
Textiles	5.6	7.7	6.2	5.8	5.6	5.8
Clothing	4.6	7.2	7.2	6.0	6.3	7.0
Food, drink and tobacco (b)	16.9	21.6	13.3	16.2	15.2	22.6
Paper and printing	4.0	6.7	9.0	6.1	7.1	6.1
Chemicals and oil refining	5.7	6.7	4.9	5.6	8.0	7.1
Manufacturing groups (d)	7.5	10.2	8.4	8.5	8.4	10.1
All industry groups (e)	7.7	9.9	8.5	8.5	8.6	9.9

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
- (b) The food, drink and tobacco industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Fluctuations may occur in the turnover rates because a season may be later one year than another.
- (c) Rail and air transport, finance and property, amusements (excluding motion pictures), hotels and other accommodation, cafes, personal services, etc.
- (d) Includes certain industry groups not specified above for which separate estimates are not available.
- (e) Includes non-manufacturing groups for which separate estimates are not available.

NOTE. For particulars of coverage of the surveys etc., see page 1.

TABLE 3. - SEPARATION RATES FOR MANUAL WORKERS

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1964 TO 1969

Industry group	March					
	1964	1965	1966	1967	1968	1969
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	5.9	7.9	6.0	4.9	5.9	5.6
(i) Engineering (a)	5.8	8.2	5.9	4.9	5.8	5.4
(ii) Vehicles, aircraft and ships	6.1	6.9	6.6	5.0	6.5	6.1
Textiles and clothing	4.5	7.1	6.6	4.6	5.5	4.9
Food, drink and tobacco (b)	7.8	9.1	7.1	8.3	8.7	8.9
Furniture, sawmilling and wood-working	6.4	7.8	7.8	6.9	6.3	6.8
Paper and printing	3.3	3.7	3.9	3.3	3.0	3.4
Other manufacturing	5.6	8.6	7.7	6.3	6.1	6.2
(i) Chemicals and oil refining	4.2	6.2	5.8	4.7	4.9	5.4
(ii) Other	6.1	9.5	8.4	6.9	6.5	6.6
Manufacturing groups	5.9	7.8	6.5	5.6	6.1	6.0
<u>Non-manufacturing -</u>						
Mining	4.4	3.8	4.8	5.4	4.8	4.5
Building and construction	12.8	12.6	13.7	11.7	11.3	12.3
Road transport	5.6	7.4	6.2	6.0	6.8	5.9
Wholesale and retail trade	5.9	6.6	6.2	6.4	6.0	6.5
Other non-manufacturing (c)	5.7	7.2	7.2	6.3	6.8	6.3
Non-manufacturing groups	7.3	8.1	8.2	7.6	7.6	7.7
All industry groups	6.4	7.9	7.1	6.4	6.7	6.7

FEMALES

<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles, etc.	5.3	9.1	6.9	6.6	7.2	7.5
Textiles	4.5	6.7	6.9	4.6	5.9	6.5
Clothing	5.1	6.4	6.4	5.8	6.0	6.6
Food, drink and tobacco (b)	15.2	16.1	14.2	13.3	14.8	15.2
Paper and printing	4.3	4.6	7.6	5.8	6.6	5.4
Chemicals and oil refining	4.0	7.0	7.3	5.7	6.7	6.7
Manufacturing groups (d)	6.4	8.4	7.9	7.4	7.7	8.1
All industry groups (e)	6.5	8.1	7.9	7.5	7.8	8.1

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
- (b) The food, drink and tobacco industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Fluctuations may occur in the turnover rates because a season may be later one year than another.
- (c) Rail and air transport, finance and property, amusements (excluding motion pictures), hotels and other accommodation, cafes, personal services, etc.
- (d) Includes certain industry groups not specified above for which separate estimates are not available.
- (e) Includes non-manufacturing groups for which separate estimates are not available.

NOTE. For particulars of coverage of the surveys etc., see page 1.

TABLE 4. - ANALYSIS OF SEPARATION RATES OF MANUAL WORKERS

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1968 AND MARCH 1969

NOTE. Dismissed Employment terminated on the employer's initiative for disciplinary or similar reasons.
Retrenched Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.
Left Employment terminated on the employee's initiative. Excludes employees on strike.
Other Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces and similar reasons.

Industry group	March 1968					March 1969				
	Dis- missed	Re- trenched	Left	Other	Total	Dis- missed	Re- trenched	Left	Other	Total
MALES										
<u>Manufacturing</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.8	0.5	4.5	0.1	5.9	0.8	0.4	4.3	0.1	5.6
(i) Engineering (a)	0.8	0.3	4.5	0.1	5.8	0.7	0.3	4.3	0.1	5.4
(ii) Vehicles, aircraft and ships	0.8	1.2	4.3	0.1	6.5	0.9	0.5	4.5	0.1	6.1
Textiles and clothing	1.0	0.1	4.2	0.1	5.5	0.6	0.1	4.1	0.1	4.9
Food, drink and tobacco (b)	1.0	1.9	5.3	0.4	8.7	0.8	1.5	6.4	0.1	8.9
Furniture, sawmilling, etc.	0.9	0.6	4.7	0.1	6.3	0.9	0.7	5.0	0.1	6.8
Paper and printing	0.3	0.2	2.6	0.1	3.0	0.6	0.2	2.8	0.1	3.4
Other manufacturing	0.9	0.1	4.9	0.1	6.1	0.9	0.2	4.9	0.2	6.2
(i) Chemicals and oil refining	0.7	0.1	3.8	0.2	4.9	0.9	0.1	4.2	0.1	5.4
(ii) Other	1.0	0.1	5.3	0.1	6.5	0.9	0.3	5.2	0.2	6.6
Manufacturing groups	0.8	0.6	4.5	0.2	6.1	0.8	0.5	4.6	0.1	6.0
<u>Non-manufacturing</u>										
Mining	0.3	0.2	4.2	0.1	4.8	0.6	0.2	3.6	0.1	4.5
Building and construction	1.8	3.4	6.0	0.1	11.3	1.8	4.3	5.9	0.2	12.3
Road transport	1.1	0.7	5.0	0.1	6.8	0.8	0.7	4.3	0.1	5.9
Wholesale and retail trade	0.7	0.9	4.3	0.1	6.0	1.0	1.0	4.3	0.2	6.5
Other non-manufacturing (c)	1.3	0.9	4.5	0.1	6.8	1.1	0.7	4.4	0.1	6.3
Non-manufacturing groups	1.1	1.5	4.9	0.1	7.6	1.2	1.7	4.7	0.2	7.7
All industry groups	1.0	0.9	4.6	0.1	6.7	0.9	1.0	4.6	0.1	6.7

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment. (b) The food, drink and tobacco industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Fluctuations may occur in the turnover rates because a season may be later one year than another. (c) Rail and air transport, finance and property, amusements (excluding motion pictures), hotels and other accommodation, cafes, personal services, etc.

NOTE. For particulars of coverage of the surveys, etc., see page 1.

TABLE 4. - ANALYSIS OF SEPARATION RATES OF MANUAL WORKERS - continued

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH INDUSTRY GROUP - MARCH 1968 AND MARCH 1969

NOTE. Dismissed Employment terminated on the employer's initiative for disciplinary or similar reasons.
Retrenched Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.
Left Employment terminated on the employee's initiative. Excludes employees on strike.
Other Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces or similar reasons.

Industry group	March 1968					March 1969				
	Dis- missed	Re- trenched	Left	Other	Total	Dis- missed	Re- trenched	Left	Other	Total
FEMALES										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering (a), vehicles, etc.	1.0	0.8	5.3	0.1	7.2	1.4	0.5	5.4	0.2	7.5
Textiles	0.5	0.8	4.5	0.1	5.9	0.4	0.5	5.4	0.2	6.5
Clothing	1.1	0.4	4.4	0.1	6.0	1.0	0.2	5.4	0.1	6.6
Food, drink and tobacco (b)	1.5	2.8	10.5	0.1	14.8	0.9	4.3	9.9	0.1	15.2
Paper and printing	0.6	0.2	5.8	0.1	6.6	0.7	0.2	4.5	0.1	5.4
Chemicals and oil refining	0.3	0.1	6.2	0.1	6.7	0.4	1.0	5.1	0.3	6.7
Manufacturing groups (c)	1.0	0.9	5.8	0.1	7.7	0.9	0.9	6.1	0.1	8.1
All industry groups (d)	1.0	0.9	5.7	0.1	7.8	1.0	0.9	6.0	0.1	8.1

(a) See footnote (a), page 5. (b) See footnote (b), page 5. (c) Includes certain industry groups not specified above for which separate estimates are not available. (d) Includes non-manufacturing groups for which separate estimates are not available.

NOTE. For particulars of coverage of the surveys, etc., see page 1.

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NOTE. Inquiries concerning these statistics may be made in Canberra by telephoning 63 9111 extension 2055 or, in each State capital, by telephoning the office of the Bureau of Census and Statistics.